



Republic of the Philippines
Department of Education
REGION VIII - EASTERN VISAYAS

November 20, 2025

REGIONAL MEMORANDUM

No. **1577** s. 2025

**REITERATION CALL FOR SUBMISSION ON NON-TEACHING NOMINEES TO
THE JDS 2025 SCHOLARSHIP - THE PROJECT FOR HUMAN
RESOURCE DEVELOPMENT SCHOLARSHIP**

To: Schools Division Superintendents
All Others Concerned

1. Attached is Memorandum No. DM-OUHROD-2025-3197 from Undersecretary Wilfredo E. Cabral of the Human Resource and Organizational Development Office, dated November 11, 2025, inviting interested applicants to apply for the Project for Human Resource Development Scholarship for the Academic Year (AY) 2026-2027.
2. Applicants who meet the admission criteria must submit a scanned copy of the requirements in PDF format at <https://tinyurl.com/JDS2025theProjectHRDS> on or before December 1, 2025. Submissions will be assessed and reviewed by the Personnel Development Committee (PDC), which will subsequently make recommendations to BHROD-HRDD.
3. For further details and additional information, please refer to the attached Memorandum.
4. Immediate dissemination of and strict compliance with this Memorandum are desired.

RONALO AL K. FIRMO PhD CESO IV
Assistant Regional Director
Officer-in-Charge
Office of the Regional Director

Enclosures: As stated

References: As stated

To be indicated in the Perpetual Index under the following subjects:

HUMAN RESOURCE DEVELOPMENT SCHOLARSHIP
JDS PROJECT

HRDD-TJCP

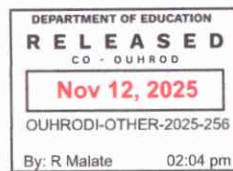




Republika ng Pilipinas

Department of Education

OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT



OUHRODI-OTHER-2025-256

DEPARTMENT OF EDUCATION
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MEMORANDUM
DM-OUHROD-2025-3197

FOR : **UNDERSECRETARIES**
ASSISTANT SECRETARIES
BUREAU AND SERVICE DIRECTORS
REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED

FROM : **WILFREDO E. CABRAL**
Undersecretary
Human Resource and Organizational Development
E-signed by
Wilfredo Cabral
11/12/25, 10:22:42 AM

SUBJECT : **CALL FOR SUBMISSION OF NON-TEACHING NOMINEES TO**
THE JDS 2025 SCHOLARSHIP - THE PROJECT FOR HUMAN
RESOURCE DEVELOPMENT SCHOLARSHIP

DATE : November 11, 2025



The Japan Grant Aid for The Project for Human Resource Development Scholarship (JDS) has extended its full-term scholarship grants to the Department of Education (DepEd) for the academic year 2026–2027, which will commence in August 2026. The program offers a two-year master's degree in Japan and aims to support the country's human resource development by targeting highly capable young government officials who are expected to contribute to the formulation and implementation of social and economic development plans and assume leadership roles upon completion of the program.

Under the JDS Framework, each field of study or **Sub-Program** corresponds to the priority areas for the social and economic development of the Philippines. Participants are selected from organizations whose mandates align with these areas, particularly in:

1. Strengthening the basis for sustainable economic growth; and
2. Enhancing human security.



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600
Telephone Nos.: (+632) 86337206, (+632) 86318494, (+632) 86366549
Email Address: usec.hrod@deped.gov.ph | Website: www.deped.gov.ph

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Certificate No. PNP 085
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These areas are addressed through the following field **components** offered by reputable Japanese universities:

- 1-1. Enhancement of Public Administration
- 1-2. Enhancement of Finance/Monetary Administration and Policy
- 1-3. Promotion of Trade and Industry/ Investment
- 2-1. Promotion of Infrastructure Improvement and Development
- 2-2. Enhancement of Water Resource Management/Environmental Management/ Natural Environment Management
- 2-3. Enhancement of Disaster Risk Reduction/Management

The criteria and qualifications for JDS are the following:

- a. A citizen of the Republic of the Philippines;
- b. Between **22 and 39** years old as of April 1, 2026;
- c. Incumbent of a permanent position with **Salary Grade (SG) 18-24**, and not a member of the military (e.g., army reserve officers)
- d. Must be in government service for at least two (2) years, particularly in work relevant to the selected component at the time of application
- e. Possessing at least a bachelor's degree or higher degree relevant to the target field component
- f. Duly nominated by the head of office (with letter endorsement from the Schools Division Superintendent for Schools Division Offices (SDO), Regional Directors for Regional Offices (RO), and at least a Bureau/Service Director for Central Office)
- g. Attained at least a Very Satisfactory (VS) or Outstanding performance rating for the past two years
- h. Without a pending administrative and/or criminal case
- i. Willing to render four (4) years of service in DepEd after completing the program through a service contract
- j. Possesses managerial and leadership potential
- k. With good character and commitment to public service
- l. Possessing intellectual and creative capacities
- m. In good health (no debilitating, chronic illnesses, or serious health conditions)
- n. With excellent communication skills (both oral and written) with English proficiency equivalent to TOEFL PBT 550/ iBT 79-80 or IELTS 6.5 or higher
- o. Have not been awarded any other foreign scholarships for obtaining a master's degree.

Interested applicants must accomplish the **application and nomination forms** available at this link: <https://jds-scholarship.org/country/philippines/apply.html>.

Given the **limited 20 slots** available for the Philippines in 2026, all Bureaus/Services in the Central Office (CO) and Personnel Development Committees (PDCs) in the Regional Offices (ROs) are requested to **submit a maximum of two (2) qualified non-teaching nominees** with complete and clearly scanned documents (refer to Annex A) **on or before 05 December 2025** through this email: bhrod.hrdd@deped.gov.ph, following this format on the subject line: [JDS]_(Surname, First Name of Nominee)_(CO or RO/Bureau/Office).



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All nominees will undergo the academic aptitude test, document screening by the Accepting University, technical interview with the professors of the Accepting Universities, and a comprehensive interview with the JDS Operating Committee members.

Kindly note that **only those nominees with complete documentation shall be processed and endorsed by the Bureau of Human Resource and Organizational Development (BHROD) through the Human Resource Development Division (HRDD) to the JDS Screening Committee.**

For more information on the JDS, you may scan the following QR Codes below:



JDS Website



JDS PH Facebook Page

For any concerns or clarifications, kindly contact the following BHROD-HRDD personnel at (02) 8470-6630 or through email at bhrod.hrdd@deped.gov.ph:

*For Central Office - **Ms. Riza May Fortunato***

*For Regional and Schools Division Offices - **Mr. Siljohn Rey Salazar***

For your information and guidance.

[BHROD-HRDD/L&D Unit]

ANNEX A

LIST OF DOCUMENTARY REQUIREMENTS

REQUIRED DOCUMENT	FILE TYPE	REMARKS
1. Short Essays	PDF (One file only)	<i>*Prescribed form</i> - Description of current work responsibilities; reason for applying the graduate school; future contribution and Re-Entry Action Plan that may be applied to DepEd
2. Research Plan	PDF (One file only)	<i>*Prescribed form</i> - Applicant may choose a maximum of two (2) universities; strongly recommended to prepare one (1) research plan for each chosen university - Plagiarized documents are unacceptable for JDS Philippines Operating Committee
3. University Certificate of Degree/Diploma	PDF (One file only)	- Original or Certified True Copy (CTC) by the University - Written in English or accompanied with official translation
4. University Transcript of Academic Records/TOR	PDF (One file only)	
5. Reference Letter	PDF (One file only)	<i>*Prescribed form</i> - Must be issued by your Division Chief/Office Head - JICE may contact your referee for verification
6. Performance Rating	PDF (One file only)	- CTC by the agency - Has at least "Very Satisfactory" rating
7. Official Nomination Letter	PDF (One file only)	- Issued by the Central Office
8. Certificate of NO Administrative Case	PDF (One file only)	- Issued by the legal office of the respective governance level
9. Certificate of NO nomination to other scholarship program	PDF (One file only)	- Issued by the HRDD or the PDC of the respective governance level
10. Certificate of NO service obligation from previous training attended	PDF (One file only)	- Issued by the HRDD or the PDC of the respective governance level
11. Official Service Record	PDF (One file only)	- Issued by the Personnel Division or the Personnel Development Committee of the respective governance level

REQUIRED DOCUMENT	FILE TYPE	REMARKS
12. Statement of Actual Duties and Responsibilities	PDF (One file only)	- Issued by the HR Unit or the Personnel Development Committee of the respective governance level
13. Passport or Authenticated Birth Certificate	PDF (One file only)	- Passport: Department of Foreign Affairs (DFA) - Authenticated Birth Certificate: Philippine Statistics Authority (PSA)
14. Formal ID Photo	JPG, JPEG, PNG, GIF	- A color photo with a plain background, taken within the last 3 months - Aspect Ratio of 4:3 (height: width)
15. IELTS Certificate <i>(optional)</i>	PDF (One file only)	- Must be valid until 31 May 2025 (exam taken on/after 1 June 2023)